

Adaptation of Team Awareness for Electricians

RMC Research
Corporation



Grant Team

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- Other Key Personnel
 - Chris O'Neill (Workdrugfree)
 - Kelly Vander Ley (RMC Research)
 - Joel Bennett (Organizational Wellness and Learning Systems)
- Partnering Worksites
 - 7 electrician union locals in Oregon and Washington



Goals

- Phase I
 - Create Advisory Board
 - Adapt Team Awareness (TA)
- Phase II
 - Reduce AOD use among apprentices
 - Improve apprentice work ethic
 - Increase initiation of reasonable suspicion testing
 - Determine extent to which current drug testing results accurately reflect apprentice level of use



Target Population

- Electrical apprentices ages 18 to 24
- Electrical foremen who supervise apprentices and electricians
- In 7 union locals in OR and WA
- Apprentices represent ~ 20% of local enrollment
- N = 228 apprentices, 202 foremen



Implementation History

- Review of TA previous adaptations
- Review of joint labor-management Drug-Free Workplace Program policies and procedures
- Review apprentice and foremen training curricula



Primary Components

- Focus groups to understand culture (management, foremen, apprentices)
- Adaptation of the TA curriculum and materials based on local research
- Pilot the adapted TA and revise
- Six group session modules with role plays, self assessments, communication skill building, stress management, and peer support



Delivery Mechanism

- Trainers recruited, 4-day training of trainers in Portland, who then provide training to foremen and apprentices



Products

- Trainer manual
- Trainee manual
- Tailored handouts for the industry
- Board game
- CD with all written materials



Expected Intermediate and Long-Term Outcomes

- Intermediate
 - Reduced stigmatization of substance users
 - Apprentices demonstrate more group response to behavioral problems
 - Apprentices demonstrate increased help-seeking and help-giving behaviors
 - Utilization of, or peer referral to, the EAP
 - Foremen refer for reasonable suspicion testing
- Long-Term
 - Lowered incidence and prevalence of AOD abuse among apprentice participants

